

Active Reading Clinic

Executive Director / CEO

EIN 680288669

CA · NTEE B22Z

FY ending 2024-09-30

June 9, 2026

This analysis benchmarks the total compensation of **Caroline Clerempuy, Executive Director / CEO** (\$59,710) against the **2000** closest of **2,692** comparable organizations — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **59th** percentile of comparable organizations within the typical range

Benchmarked executive: Caroline Clerempuy — reported title "DIRECTOR OF OPS", selected as the organization's **highest-paid individual** — no exact title match, so confirm this is a comparable role.

How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (B22Z).
BUDGET	Total revenue between \$175,982 and \$393,991 — 0.67x to 1.50x the subject's \$262,661 (the band tightens as size grows).
GEOGRAPHY	Same NTEE major group (B), nationwide + budget 0.67–1.5x revenue.

2,692 organizations qualified on sector, size, and geography → **2,000** within the band from the benchmarked peer set (closest by budget).

Distribution of comparable compensation



\$9,995	\$26,797	\$51,820	\$78,072	\$109,283	\$59,710
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● Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to CA cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Bolivar Educational Advancement	MO	\$262,684	Secretary Tr	\$5,348	\$6,560	2024
Peachtown Elementary School	NY	\$262,797	Head Of School	\$50,167	\$54,049	2023
Calculated Genius Inc	IL	\$262,815	Executive Director	\$80,000	\$91,082	2024
East Valley Institute Of Technology Education Foundation Inc	AZ	\$262,844	Board Member	\$14,400	\$16,038	2024
Phoenix Union Partnership Of Business And Education	AZ	\$262,467	Executive Director	\$59,600	\$68,340	2023
Academy Of Medicine Of Queens County Inc	NY	\$262,421	Executive Dir.	\$126,543	\$132,423	2024
Humane Equine Aid & Rapid Transport Inc	VA	\$262,910	President	\$7,200	\$7,843	2025
Learning In Color Corporation	GA	\$262,411	Executive Dir.	\$77,280	\$89,987	2024
Swan Impact Network Inc	TX	\$262,320	Executive Director	\$23,000	\$26,644	2024
Empowerment Factory	RI	\$263,053	Executive Director	\$44,100	\$50,418	2023
Academy Northwest	WA	\$262,234	Director	\$36,174	\$37,506	2024
New Jersey Association For College	NJ	\$263,150	Exe. Assist.	\$22,353	\$23,795	2023
Ace Mentor Program Of Washington	WA	\$262,162	Executive Director	\$46,014	\$47,709	2024
Martin Luther King Breakfast	OH	\$263,245	Executive Di	\$38,000	\$45,408	2025

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
Lrlean Inc	AL	\$263,291	Executive Director	\$42,758	\$55,075	2023
South Butler Community Library	PA	\$263,324	Library Director	\$45,500	\$52,547	2024
Pops Passion	NC	\$261,995	Executive Dir.	\$77,500	\$95,475	2023
Preston Public Library	CT	\$261,956	Director	\$73,677	\$77,938	2025
Southeast Missouri Preparatory School	MO	\$261,800	President	\$30,666	\$36,645	2025
Ethos Education Group	TX	\$263,552	President	\$10,400	\$12,403	2023
Greene County Fair Association Inc	AR	\$263,615	Manager	\$2,119	\$2,758	2024
Options For College Success	IL	\$261,650	Executive Director And Pre	\$48,934	\$57,358	2023
Giving Tree Montessori Inc	TN	\$263,753	President	\$15,300	\$19,175	2023
Winners Circle Xr Academy Inc	RI	\$261,565	Executive Director	\$60,577	\$69,255	2023
Pastors For Texas Children	TX	\$263,846	Executive Director	\$110,000	\$131,192	2023

Comp (reported) is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to CA cost of living and 2024 dollars. Click any organization to verify the figure on ProPublica.

■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to CA cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: peerbasis.org/methodology.

■ Sample, role match & sensitivity

PEER COUNT **2000** organizations. Compensation range \$1–\$618,042; filing years 2021–2025.

SIZE BASIS	Matched on total revenue (\$262,661); for reference, expenses \$248,092 and assets \$217,834.
ROLE MATCH	Caroline Clerempuy, reported title " <i>DIRECTOR OF OPS</i> ", benchmarked as Executive Director / CEO. Selected as the organization's highest-paid individual without an exact title match — the board should confirm this is a comparable role.
RELATED-ORG PAY	208 peers report related-organization compensation (column E), which the D + F benchmark does not fully capture; review where material.
OUTLIERS	60 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	59 th
Total compensation (D + F), as reported (no adjustments)	65 th
Reportable pay only (column D), adjusted	62 nd
All sources (D + E + F), adjusted	51 st

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Caroline Clerempuy) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 2000 similarly situated organizations (Same NTEE major group (B), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$59,710 is reasonable (approximately the 59th percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [__ for / __ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.